

CMAP Employee Benefits Package

Earned Leave

Sick Leave

One day per month

There is no limit on the amount of sick leave that can be carried over. No pay-out of sick leave upon separation.

Vacation Leave

1-4 years service	12 days/year
5-8 years service	15 days/year
9-12 years service	18 days/year
13-16 years service	21 days/year
17 + years service	24 days/year

A maximum of 30 days of vacation may be carried over.

Personal Business/Floating Holidays

3 days per year

Personal Business/Floating Holidays may not be carried over nor are they paid out upon separation.

Holidays

New Years Day
Martin Luther King Day
President's Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Employee Development

Tuition Reimbursement

For all full-time employees pursuing degree programs that enhance agency goals at public colleges or universities.

Earned Grade of A 80%

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Requires prior management approval,
based on funding availability.

Earned Grade of B 60 %

Conference/Training

Requires prior management approval,
based on available funding.

100%

License and Association Dues

Requires prior management approval.

50%

Insurance Benefits

Health Coverage (\$/month/employee)

Blue Cross Blue Shield

	HMO			PPO			BCS PPO		
	Employee	CMAP	Total	Employee	CMAP	Total	Employee	CMAP	Total
Employee	\$56	\$317	\$373	\$76	\$433	\$509	\$69	\$389	\$458
Employee + Spouse	\$153	\$610	\$763	\$261	\$782	\$1043	\$235	\$704	\$939
Employee + Children	\$137	\$547	\$684	\$234	\$701	\$935	\$211	\$632	\$842
Family	\$215	\$860	\$1075	\$367	\$1102	\$1469	\$331	\$992	\$1322

Dental Coverage

Employees pay \$10 per month if PPO is selected and no cost to the employee if HMO is selected. See health benefits summary for details.

Vision Coverage

There is no cost to the employee for single coverage. Dependents can be added for an additional cost. See health benefits summary for details.

Life and Disability Coverage

Agency funded \$75,000. Optional, employee paid additional life insurance will be made available at a maximum of \$300,000, based on a sliding age rate. See health benefits summary for details.

Short & Long Term Disability

CMAP currently provides disability insurance coverage for full-time employees at no cost to the employee. The insurance will pay 60% of your weekly salary up to a maximum amount of time contingent on the plan.



CMAAP Employee Benefits Package

Retirement

CMAAP contributes on behalf of its employees to the Illinois Municipal Retirement Fund (IMRF). CMAAP participation is based upon annual rates established by IMRF. Employee participation in IMRF is required if an employee is expected to work more than 1,000 hours over a twelve month period (600 hours if the employee participated in IMRF prior to January 1, 1982). Employees currently are required to contribute 4½% of their gross income to IMRF.

IMRF benefits after one year of service currently include a death benefit equal to one year's salary plus the return of member contributions, surviving spouse and disability benefits, as well as retirement benefits. Contributions are treated as deferred compensation for tax purposes. Vesting in the program occurs after eight years of service.

Deferred Compensation (457 Plan)

All employees are eligible to participate in the optional deferred compensation plan offered by the ICMA Retirement Corporation. Staff members who enroll in this program elect to have a certain percentage or amount of their pay "deferred" on a pre-tax basis until retirement. Employees may join or change their contribution amounts or investment choices at any time. The ICMA Retirement Corporation provides a variety of investment options.

Employee Assistance Program (EAP)

The EAP provides staff with a 24-hour toll-free hotline to call for guidance on personal or work-related issues. Trained consultants listen to the staff member's issues, assess their needs, make initial recommendations, and when appropriate refer them to local specialists required to resolve the issue. Additional information can be provided upon request.